



**Making TA and Training Work for You:**  
*Meeting the Needs of the Grantees and the Project Officers*  
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**MOSAICA**

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# Introduction

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## **Mosaica: The Center for Nonprofit Development and Pluralism**

- Multicultural, values-based nonprofit consulting organization – DC-based
- **Why we responded:**
  - 15 years of HIV/AIDS & Ryan White T&TA experience
  - Deep commitment to PLWH as leaders
  - Special expertise in Unmet Need
  - Past TA to most Part A & many Part B programs – especially Planning Councils



# Approaches to the provision of TA

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## ○ **Principles, theory:**

- HIV/AIDS as a chronic disease
- Key role of consumers/community health workers
- Empowerment & joint action model

## ○ **How TA is provided:**

- “Hosted” 2-day experiential inter-program training of teams including PLWH, staff
- Individualized on-site T&TA

## ○ **Target audience:** Part A & B programs – PLWH leaders, planning body & grantee staff, providers



# Goals and outcomes

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**Stated goals and objectives:** Decrease unmet need by supporting implementation of models & strategies that engage Ryan White consumers to help other PLWH enter/stay in care

- **Overall project outcomes:** Broad adoption of PLWH-focused strategies:
  1. Understanding & Refining the System of Care
  2. PLWH Caucus/Committee
  3. Linking PLWH to Care
  4. Integrated Clinical Care Team
- **What we hope to achieve:** More PLWH in care; effective use of peers to reduce unmet need



# Challenges and opportunities

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## ○ **Opportunities:**

- Huge PLWH potential and interest in leadership, action, giving back
- Recognition of need to address unmet need and move towards a chronic care/disease self-management model
- Networking as a means of motivating action

## ○ **Challenges:**

- Resistance to change by some providers, grantees, planning bodies, PLWH
- Addressing resource implications of serving more PLWH each year



# Accomplishments in Year 1

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- **Vignette:** Action by Charlotte TGA after Nashville training
  - PLWH participant building consumer advisory board (15 Executive, 50 members)
  - County will train/certify consumers for CTR
  - Probable county funds for other training
  - Plan for EIS using stipended consumers
- **What it meant to the project:**
  - Confirmation of strategies, manual
  - Demonstration of power of engaging PLWH in leadership and action
  - Importance of action planning